



WILLIAM T FUJIOKA  
Chief Executive Officer

## County of Los Angeles CHIEF EXECUTIVE OFFICE

713 KENNETH HAHN HALL OF ADMINISTRATION  
LOS ANGELES, CALIFORNIA 90012  
(213) 974-1101  
<http://ceo.lacounty.gov>

March 15, 2011

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, CA 90012

Dear Supervisors:

**APPROVAL OF AMENDMENTS TO THE MEMORANDA OF UNDERSTANDING FOR  
BARGAINING UNITS REPRESENTED BY SEIU LOCAL 721, COALITION OF  
COUNTY UNIONS, AND INDEPENDENT UNIONS  
(ALL DISTRICTS)  
(3 VOTES)**

**SUBJECT:**

To submit for Board approval, amendments to the Memoranda of Understanding (MOUs) for Individual Units represented by SEIU Local 721, Coalition of County Unions (CCU), and Independent Unions, which provide for a contract extension of one year with no salary increases.

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Approve the accompanying amendments to MOUs for a one-year term ending September 30, 2012, for the following SEIU Local 721 bargaining units:
  - Unit 105 – Student Workers
  - Unit 111 – Clerical and Office Services Employees
  - Unit 112 – Supervisory Clerical and Office Services Employees
  - Unit 121 – Administrative, Technical and Staff Services
  - Unit 122 – Supervising Administrative, Technical and Staff Services
  - Unit 201 – Building Custodians
  - Unit 211 – Institutional Support Services Employees

Board of Supervisors  
GLORIA MOLINA  
First District

MARK RIDLEY-THOMAS  
Second District

ZEV YAROSLAVSKY  
Third District

DON KNABE  
Fourth District

MICHAEL D. ANTONOVICH  
Fifth District

- Unit 221 – Paramedical Technical Employees
- Unit 222 – Supervisory Paramedical-Health
- Unit 311 – Registered Nurses
- Unit 312 – Supervising Registered Nurses
- Unit 341 – Health Science Professional Employees
- Unit 342 – Supervisory Health Science Professional Employees
- Unit 431 – Artisan and Blue Collar Employees
- Unit 432 – Supervisory Artisan and Blue Collar Employees
- Unit 702 – Supervising Deputy Probation Officers
- Unit 711 – Social Workers
- Unit 722 – Medical Social Workers
- Unit 723 – Children's Social Workers
- Unit 729 – Health Financial Support Services
- Unit 731 – Social Services Investigators
- Unit 732 – Supervisory Social Services Investigators
- Unit 777 – Supervising Social Workers
- Unit 811 – Librarians

2. Approve the accompanying amendments to MOUs for a one-year term ending September 30, 2012, for the following bargaining units represented by the CCU:

- Unit 131 – Appraisers Non-Supervisory
- Unit 132 – Supervisory Appraisers
- Unit 323 – Interns and Residents
- Unit 401 – Plant Operating Engineers
- Unit 411 – Building Trades & Skilled Craftsmen
- Unit 412 – Supervisory Building & Construction Trades and Operating Engineers
- Unit 421 – Automotive & Equipment Maintenance & Repair
- Unit 501 – Professional Engineers
- Unit 502 – Supervising Professional Engineers
- Unit 511 – Engineering Technicians
- Unit 512 – Supervising Engineering Technicians
- Unit 603 – Non-Safety Firefighters
- Unit 604 – Supervising Non-Safety Firefighters
- Unit 721 – Psychiatric Social Workers
- Unit 724 – Supervisory Professional Social Workers
- Unit 725 – Supervising Child Support Officers
- Unit 821 – Agricultural Inspectors

3. Approve the accompanying amendments to MOUs for a one-year term ending September 30, 2012, for the following bargaining units represented by the Independent Employee Associations:

- Unit 301 – Pharmacists
- Unit 324 – Physicians

Unit 331 – Health Investigative and Support Services  
Unit 614 – Criminalists  
Unit 621 – Custody Assistants/Corrections Officers  
Unit 631 – County Police  
Unit 632 – Supervisory County Police Officers

4. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

#### **PURPOSE OF THE RECOMMENDED ACTION**

The purpose of filing these amendments are as follows:

1. Extends the terms and conditions of the MOUs for one year;
2. Provides for the continuation of salaries, special pay practices, bonuses, differentials, training, and uniform allowances.

#### **IMPLEMENTATION OF STRATEGIC PLAN GOALS**

The recommended action promotes fiscal prudence and service excellence between the County of Los Angeles and the Certified Employee Organizations; thereby, providing more effective, efficient, and comprehensive services to Los Angeles County.

#### **FISCAL IMPACT/FINANCING**

There will be no new costs associated with these Amendments. All existing costs will be absorbed within each Department's budget.

#### **FACTS AND PROVISIONS**

The agreement has been reviewed and approved as to form by County Counsel.

The Honorable Board of Supervisors  
March 15, 2011  
Page 4

**CONCLUSION**

Your approval of these Amendments will enhance the operational effectiveness of the departments.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'WTF', is written over the printed name of William T. Fujitoka.

WILLIAM T FUJITOKA  
Chief Executive Officer

WTF:JA  
DLW:PDC:rld

Attachments

c:     Executive Officer, Board of Supervisors  
        County Counsel  
        Auditor-Controller

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
STUDENT WORKER  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

SEIU, Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Student Worker Employee  
Representation Unit, which Memorandum of Understanding was subsequent approved  
and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter;

NOW, THEREFORE, the parties agree as follows;

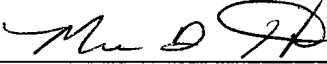
1. Amend Article 7 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 31, 2012;
  - Negotiation shall begin no later than June 15, 2012;
  - July 31, 2012, contractual impasse date
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).

4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
\_\_\_\_\_  
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
\_\_\_\_\_  
WILLIAM T FUJIOKA  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
CLERICAL AND OFFICE SERVICES  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

SEIU, Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Clerical and Office Services Employee  
Representation Unit, which Memorandum of Understanding was subsequent approved  
and ordered implemented by the County's Board of Supervisors: and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

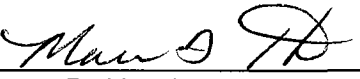
1. Amend Article 7 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 31, 2012;
  - Negotiation shall begin no later than June 15, 2012;
  - July 31, 2012, contractual impasse date
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012)

4. Amend Article 53 – Salaries to include;
  - January 1, 2012: Employees in this unit holding positions compensated at schedule 62K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.
5. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1, will be effective when and if approved by said Board of Supervisors, in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T FUJOKA  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY CLERICAL AND OFFICE SERVICES  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

SEIU, Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Supervisory Clerical and Office Services  
Employee Representation Unit, which Memorandum of Understanding was subsequent  
approved and ordered implemented by the County's Board of Supervisors: and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 7 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 31, 2012;
  - Negotiation shall begin no later than June 15, 2012;
  - July 31, 2012, contractual impasse date
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012)

4. Amend Article 52 – Salaries to include;
  - January 1, 2012: Employees in this unit holding positions compensated at schedule 62K, or below, shall be advanced to the second step of the salary range upon completion of six (6) months' continuous service.
5. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM FUJIOKA  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
ADMINISTRATIVE, TECHNICAL AND STAFF SERVICES  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

SEIU, Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Administrative Technical and Staff  
Services Employee Representation Unit, which Memorandum of Understanding was  
subsequent approved and ordered implemented by the County's Board of Supervisors;  
and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU Article as set forth hereafter;

NOW, THEREFORE, the parties agree as follows;

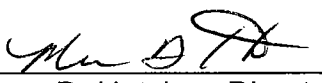
1. Amend Article 7 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 31, 2012;
  - Negotiations shall begin no later than June 15, 2012;
  - July 31, 2012, contractual impasse date
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).

4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T. FUJIOKA  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISING ADMINISTRATIVE, TECHNICAL AND STAFF SERVICES  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

SEIU, Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Supervising Administrative Technical and  
Staff Services Employee Representation Unit, which Memorandum of Understanding  
was subsequent approved and ordered implemented by the County's Board of  
Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU Article as set forth hereafter;

NOW, THEREFORE, the parties agree as follows;

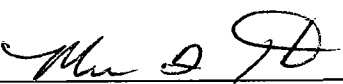
1. Amend Article 7 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 31, 2012;
  - Negotiations shall begin no later than June 15, 2012;
  - July 31, 2012, contractual impasse date
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).


4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
\_\_\_\_\_  
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
\_\_\_\_\_  
WILLIAM T FUJIOKA  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
BUILDING CUSTODIANS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

SEIU, Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Building Custodians Employee  
Representation Unit, which Memorandum of Understanding was subsequent approved  
and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter;

NOW, THEREFORE, the parties agree as follows;


1. Amend Article 7 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 31, 2012;
  - Negotiation shall begin no later than June 15, 2012;
  - July 31, 2012, contractual impasse date
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).

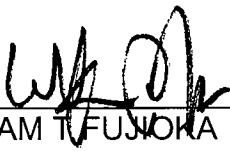
4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T. FUJIO  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
INSTITUTIONAL SUPPORT SERVICES  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

SEIU, Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Institutional Support Services Employee  
Representation Unit, which Memorandum of Understanding was subsequent approved  
and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Articles as set forth hereafter;

NOW, THEREFORE, the parties agree as follows;


1. Amend Article 7 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 31, 2012;
  - Negotiation shall begin no later than June 15, 2012;
  - July 31, 2012, contractual impasse date
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).

4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T. FUJIOKA  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
PARAMEDICAL TEHCNICAL  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management "of the  
County of Los Angeles (hereinafter referred to as  
"County")

AND

SEIU, LOCAL 721, CTW, CLC (herein after  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Paramedical Technical Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 7 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - \* Written notice to commence negotiations, as well as its initial written proposals for such successor MOU, during the period of May 15 to May 31, 2012
  - \* Negotiations shall begin no later than June 15, 2012.
  - \* If full and entire agreement on the terms of a successor MOU is not reached by July 31, 2012, an impasse shall be automatically declared on those issues which remain in dispute unless the parties mutually agree to continue negotiations.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012)

4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T FUJIOKA  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISING PARAMEDICAL HEALTH  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management" of  
the County of Los Angeles (hereinafter referred  
to as "County")

AND

SEIU, LOCAL 721, CTW, CLC (herein after  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Supervising Paramedical Health Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 7 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.

2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:

- \* Written notice to commence negotiations, as well as its initial written proposals for such successor MOU, during the period of May 15 to May 31, 2012

- \* Negotiations shall begin no later than June 15, 2012.

- \* If full and entire agreement on the terms of a successor MOU is not reached by July 31, 2012, an impasse shall be automatically declared on those issues which remain in dispute unless the parties mutually agree to continue negotiations.

3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;

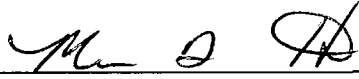
- (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012)

4. This Amendment No. 1, to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1, will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T FUJIOKA  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
REGISTERED NURSE  
EMPLOYEE UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011.

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County")

SEIU Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Registered Nurse Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the #311 Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 7, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 8, Renegotiation, to change all 2011 dates to 2012.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012)
4. Amend Article 51 – As appended hereto, to reflect;
  - additional 20 hours of County time beginning October 1, 2011, through September 30, 2012, for the purpose of meeting mandatory continuing education and/or certification requirements, including any unused hours from the prior 2009 – 2011 MOU.

5. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T. FUJIOKA  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

ARTICLE 48            NURSING EDUCATIONSection 1.            Purpose

Management recognizes the importance of education and training programs. Such programs provide nurses with the opportunity to increase their knowledge of nursing science and standards and their application to nursing practice. In addition to the maintenance of licensure, education and training serve as recruitment and retention tools. Management will make every effort to standardize the training of RNs countywide.

Section 2.            Orientation

- A.     There is a plan for orienting newly employed Registered Nurses to the objectives, purposes and structure of the department, the facility, programs, policies and procedures. Each unit, ward, service or specialty shall have an orientation plan.
  
- B.     Preceptors shall be made available to orient new employees.

Section 3.            Continuing Education

Management shall allow the full-time permanent Registered Nurse a maximum of 40 hours of County time during the term of this agreement for the purpose of meeting mandatory continuing education and/or certification requirements. All 40 hours may be used by the RN in the contract period at the RN's discretion.

Management shall allow the full-time permanent Registered Nurse an additional 20 hours of County time beginning October 1, 2011 through September 30, 2012, for the purpose of meeting mandatory continuing education and/or certification requirements.

All 20 hours may be used by the RN in the prescribed period at the RN's discretion.

Management shall allow permanent part-time Registered Nurses, who work at least 20 hours per week on a continuing basis, up to a maximum of 20 hours of County time not to exceed 20 hours in two years from the effective date of this agreement for the above-mentioned purpose.

Management shall allow permanent part-time Registered Nurses, who work at least 20 hours per week on a continuing basis, an additional 10 hours of County time beginning October 1, 2011 through September 30, 2012, for the above-mentioned purpose.

Programs approved by the Board of Registered Nurses (BRN), including home study, for continuing education units towards re-licensure study, for continuing education units towards re-licensure/recertification shall count towards meeting the County obligation of 40 hours (20 hours in the case of permanent part-time employees) and the additional 20 hours (10 hours in the case of permanent part-time employees) that begin on October 1, 2011 through September 30, 2012.

- A. Management shall maintain a BRN provider number for continuing education.
- B. Where the position requires mandated education/certification beyond 40 hours (20 hours in the case of permanent part-time employees) during the term of this agreement or beyond the 20 hours (10 hours in the case of permanent part-time employees) of additional hours provided beginning October 1, 2011 through September 30, 2012, additional mandated education hours shall be granted on county time.
- C. If Management requires a Registered Nurse to take a specific class, including competency skills validation, it shall be taken on County time and, where feasible, on the shift the nurse regularly works. Management shall make appropriate arrangements for patient care while a Registered Nurse is attending class or participating in training.
- D. The Employee shall make a request to attend the continuing education program in writing according to the unit/facility procedure for requesting time off for educational purposes.
- E. 1. Management shall respond to the request in writing within ten (10) working days or fourteen (14) calendar days.

2. If an employee submits a request 45 days in advance of the class, time off will be granted. Due to safety concerns that must prevail in the Sheriff's Department, such time off requests will be granted contingent upon the number of pre-scheduled absences, such as vacations, CEUs, leaves that have been already granted during a scheduling cycle.

In the event that two or more RNs within the same unit and/or service are requesting the same time off, priority will be given to the first request received. In the event two or more requests are received at the same time, seniority in the grade will be the determining factor.

3. Management shall not deny an employee the use of "T" or "CE" time based on the course content if the class is approved by the BRN.

F. Use of County-approved continuing education time shall be subject to the Registered Nurse providing acceptable validation, within forty-five (45) days, of completion of the approved continuing education event/home study/program.

G. During the initial RN probationary period, RNs will be allowed to take only those CEU classes that are relevant to their assigned work area.

Section 4.            In-Service Education

Departments shall establish written plans for regular in-service education for Registered Nurses. Plans are designed to prepare Registered Nurses for new assignments, new technology, and changes in programs, policies and procedures.

- A. In-service programs where applicable, shall include but not be limited to, accreditation and licensing requirements, and all other relevant regulations and laws, clinical topics and information systems.
- B. Every reasonable effort will be made to provide in-service education for Registered Nurses on their assigned shifts. In-service education shall be on county time and nurses shall be relieved of direct patient care duties throughout the session. Management shall make appropriate arrangements for patient care while a Registered Nurse is attending class or participating in training.
- C. RN competency will be validated before they are expected to independently perform new skills.
- D. RNs will be allowed reasonable time to read written educational materials and ask questions before signing off on training.

Section 5.            Training Programs

- A. Management shall offer specialized training programs for the purpose of providing staff development, promoting retention, and preparing Registered Nurses to meet the evolving needs of the County patients. Every reasonable effort shall be made to release Registered Nurses to attend such classes or programs on County time.
- B. Training programs offered by the facility/service shall be posted.
- C. Applications for programs shall be open to Registered Nurses who have successfully completed an initial probationary period and are rated competent or above on the current performance evaluation.
- D. Priority consideration for acceptance into specialized training programs shall be given to those Registered Nurses currently working in the area of specialty, with secondary consideration given to those applicants who have been accepted for transfer into the area of specialty. In all cases, the Registered Nurse shall work in the area of specialty for a period of at least twenty-four (24) months following the successful completion of the training program.
- E. The Registered Nurses' Committee at each facility/department, in collaboration with their respective in-service/education departments, will develop scope and content of training programs that are relevant to or meet the specific needs of the

facility/departments. The criteria for such programs will comply with standards for education as determined by community standards, governing accrediting and/or regulatory agencies, and organizational policies/procedures.

Section 6.                    Tuition Reimbursement

- A.     Where funding is available, the County shall maintain a tuition reimbursement program for Registered Nurses to advance their education related to effective performance of the work of its departments. (County Ordinance, Title 5, Chapter 5.52.)
  
- B.     For Registered Nurses enrolled in educational programs, Management and the employee shall mutually agree to accommodations that meet both the employee's program needs and the needs of the service.

Section 7                    Adjustment of Workweek for CE Programs

If the needs of service are not negatively impacted, Management shall make every effort to adjust employee's workweek to include attendance at approved continuing education programs when such training falls on a Saturday and/or Sunday, regular day off or at a time that is outside of regular work hours. Such change shall not constitute an incurrence of overtime, night/evening differential, nor meet the definition of a weekend differential.

Section 8.                    Training Programs for RNs Assigned to an Emergency Room,  
Operating Room or Critical Care Unit

For a permanent Registered Nurse who has passed his/her initial probationary period and is assigned on a full-time basis to an ER, OR or Critical Care Unit, Management shall make every effort to:

- A. Enroll the RN into the applicable Los Angeles Training Program or an equivalent program which will be attended on county time contingent upon the RN's successful completion of established prerequisites and available training slots.
- B. Adjust the RN's work schedule to accommodate his/her participation in the applicable Los Angeles County Training Program, or equivalent program.

Section 9.                    Training of Registered Nurse Preceptors

Management will make every effort to provide a RN preceptor training program.

Preceptors shall conduct weekly meetings with the preceptee to review his/her progress.

A non-county Registered Nurse shall only be utilized as a preceptor in the event that a permanent county employee is not available.

Section 10.

DHS Registered Nurses shall be provided with an appropriate amount of county time to prepare for competency skills validation testing.

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISING REGISTERED NURSE  
EMPLOYEE UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011.

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County")

SEIU Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Supervising Registered Nurse Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the #312 Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 7, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 8, Renegotiation, to change all 2011 dates to 2012.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012)
4. Amend Article 51 – As appended hereto, to reflect;
  - additional 20 hours of County time beginning October 1, 2011, through September 30, 2012, for the purpose of meeting mandatory continuing education and/or certification requirements, including any unused hours from the prior 2009 – 2011 MOU.

5. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T. FUJIOKA  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

ARTICLE 48            NURSING EDUCATIONSection 1.            Purpose

Management recognizes the importance of education and training programs. Such programs provide nurses with the opportunity to increase their knowledge of nursing science and standards and their application to nursing practice. In addition to the maintenance of licensure, education and training serve as recruitment and retention tools. Management will make every effort to standardize the training of RNs countywide.

Section 2.            Orientation

- A.     There is a plan for orienting newly employed Registered Nurses to the objectives, purposes and structure of the department, the facility, programs, policies and procedures. Each unit, ward, service or specialty shall have an orientation plan.
  
- B.     Preceptors shall be made available to orient new employees.

Section 3.            Continuing Education

Management shall allow the full-time permanent Registered Nurse a maximum of 40 hours of County time during the term of this agreement for the purpose of meeting mandatory continuing education and/or certification requirements. All 40 hours may be used by the RN in the contract period at the RN's discretion.

Management shall allow the full-time permanent Registered Nurse an additional 20 hours of County time beginning October 1, 2011 through September 30, 2012, for the purpose of meeting mandatory continuing education and/or certification requirements.

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Management shall allow permanent part-time Registered Nurses, who work at least 20 hours per week on a continuing basis, up to a maximum of 20 hours of County time not to exceed 20 hours in two years from the effective date of this agreement for the above-mentioned purpose.

Management shall allow permanent part-time Registered Nurses, who work at least 20 hours per week on a continuing basis, an additional 10 hours of County time beginning October 1, 2011 through September 30, 2012, for the above-mentioned purpose.

Programs approved by the Board of Registered Nurses (BRN), including home study, for continuing education units towards re-licensure study, for continuing education units towards re-licensure/recertification shall count towards meeting the County obligation of 40 hours (20 hours in the case of permanent part-time employees) and the additional 20 hours (10 hours in the case of permanent part-time employees) that begin on October 1, 2011 through September 30, 2012.

- A. Management shall maintain a BRN provider number for continuing education.
- B. Where the position requires mandated education/certification beyond 40 hours (20 hours in the case of permanent part-time employees) during the term of this agreement or beyond the 20 hours (10 hours in the case of permanent part-time employees) of additional hours provided beginning October 1, 2011 through September 30, 2012, additional mandated education hours shall be granted on county time.
- C. If Management requires a Registered Nurse to take a specific class, including competency skills validation, it shall be taken on County time and, where feasible, on the shift the nurse regularly works. Management shall make appropriate arrangements for patient care while a Registered Nurse is attending class or participating in training.
- D. The Employee shall make a request to attend the continuing education program in writing according to the unit/facility procedure for requesting time off for educational purposes.
- E. 1. Management shall respond to the request in writing within ten (10) working days or fourteen (14) calendar days.

2. If an employee submits a request 45 days in advance of the class, time off will be granted. Due to safety concerns that must prevail in the Sheriff's Department, such time off requests will be granted contingent upon the number of pre-scheduled absences, such as vacations, CEUs, leaves that have been already granted during a scheduling cycle.

In the event that two or more RNs within the same unit and/or service are requesting the same time off, priority will be given to the first request received. In the event two or more requests are received at the same time, seniority in the grade will be the determining factor.

3. Management shall not deny an employee the use of "T" or "CE" time based on the course content if the class is approved by the BRN.

F. Use of County-approved continuing education time shall be subject to the Registered Nurse providing acceptable validation, within forty-five (45) days, of completion of the approved continuing education event/home study/program.

G. During the initial RN probationary period, RNs will be allowed to take only those CEU classes that are relevant to their assigned work area.

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Departments shall establish written plans for regular in-service education for Registered Nurses. Plans are designed to prepare Registered Nurses for new assignments, new technology, and changes in programs, policies and procedures.

- A. In-service programs where applicable, shall include but not be limited to, accreditation and licensing requirements, and all other relevant regulations and laws, clinical topics and information systems.
- B. Every reasonable effort will be made to provide in-service education for Registered Nurses on their assigned shifts. In-service education shall be on county time and nurses shall be relieved of direct patient care duties throughout the session. Management shall make appropriate arrangements for patient care while a Registered Nurse is attending class or participating in training.
- C. RN competency will be validated before they are expected to independently perform new skills.
- D. RNs will be allowed reasonable time to read written educational materials and ask questions before signing off on training.

Section 5.            Training Programs

- A. Management shall offer specialized training programs for the purpose of providing staff development, promoting retention, and preparing Registered Nurses to meet the evolving needs of the County patients. Every reasonable effort shall be made to release Registered Nurses to attend such classes or programs on County time.
- B. Training programs offered by the facility/service shall be posted.
- C. Applications for programs shall be open to Registered Nurses who have successfully completed an initial probationary period and are rated competent or above on the current performance evaluation.
- D. Priority consideration for acceptance into specialized training programs shall be given to those Registered Nurses currently working in the area of specialty, with secondary consideration given to those applicants who have been accepted for transfer into the area of specialty. In all cases, the Registered Nurse shall work in the area of specialty for a period of at least twenty-four (24) months following the successful completion of the training program.
- E. The Registered Nurses' Committee at each facility/department, in collaboration with their respective in-service/education departments, will develop scope and content of training programs that are relevant to or meet the specific needs of the

facility/departments. The criteria for such programs will comply with standards for education as determined by community standards, governing accrediting and/or regulatory agencies, and organizational policies/procedures.

Section 6.            Tuition Reimbursement

- A.     Where funding is available, the County shall maintain a tuition reimbursement program for Registered Nurses to advance their education related to effective performance of the work of its departments. (County Ordinance, Title 5, Chapter 5.52.)
  
- B.     For Registered Nurses enrolled in educational programs, Management and the employee shall mutually agree to accommodations that meet both the employee's program needs and the needs of the service.

Section 7            Adjustment of Workweek for CE Programs

If the needs of service are not negatively impacted, Management shall make every effort to adjust employee's workweek to include attendance at approved continuing education programs when such training falls on a Saturday and/or Sunday, regular day off or at a time that is outside of regular work hours. Such change shall not constitute an incurrence of overtime, night/evening differential, nor meet the definition of a weekend differential.

Section 8.                    Training Programs for RNs Assigned to an Emergency Room,  
Operating Room or Critical Care Unit

For a permanent Registered Nurse who has passed his/her initial probationary period and is assigned on a full-time basis to an ER, OR or Critical Care Unit, Management shall make every effort to:

- A. Enroll the RN into the applicable Los Angeles Training Program or an equivalent program which will be attended on county time contingent upon the RN's successful completion of established prerequisites and available training slots.
- B. Adjust the RN's work schedule to accommodate his/her participation in the applicable Los Angeles County Training Program, or equivalent program.

Section 9.                    Training of Registered Nurse Preceptors

Management will make every effort to provide a RN preceptor training program.

Preceptors shall conduct weekly meetings with the preceptee to review his/her progress.

A non-county Registered Nurse shall only be utilized as a preceptor in the event that a permanent county employee is not available.

Section 10.

DHS Registered Nurses shall be provided with an appropriate amount of county time to prepare for competency skills validation testing.

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
HEALTH SCIENCE PROFESSIONALS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO.1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>TH</sup> day of March, 2011,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management "of  
the County of Los Angeles (hereinafter referred  
to as "County")

AND

SEIU, LOCAL 721, CTW, CLC (herein after  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Health Science Professionals Employee  
Representation Unit, which Memorandum of Understanding (MOU) was subsequently  
approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU  
as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 7 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.

2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:

- \* Written notice to commence negotiations, as well as its initial written proposals for such successor MOU, during the period of May 15 to May 31, 2012

- \* Negotiations shall begin no later than June 15, 2012.

- \* If full and entire agreement on the terms of a successor MOU is not reached by July 31, 2012, an impasse shall be automatically declared on those issues which remain in dispute unless the parties mutually agree to continue negotiations.

3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;


- (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012)

4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU, LOCAL 721, CTW,CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T FUJIOKA  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY HEALTH SCIENCE PROFESSIONALS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>TH</sup> day of March, 2011,

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management "of  
the County of Los Angeles (hereinafter referred  
to as "County")

AND

SEIU, LOCAL 721, CTW, CLC (herein after  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Supervisory Health Science  
Professionals Employee Representation Unit, which Memorandum of Understanding  
(MOU) was subsequently approved and ordered implemented by the County's Board of  
Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU  
as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

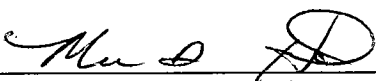
1. Amend Article 7 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - \* Written notice to commence negotiations, as well as its initial written proposals for such successor MOU, during the period of May 15 to May 31, 2012
  - \* Negotiations shall begin no later than June 15, 2012.
  - \* If full and entire agreement on the terms of a successor MOU is not reached by July 31, 2012, an impasse shall be automatically declared on those issues which remain in dispute unless the parties mutually agree to continue negotiations.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012)

4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1, will be effective when and if approved by said Board of Supervisors, in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU, LOCAL 721, CTW,CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
\_\_\_\_\_  
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
\_\_\_\_\_  
WILLIAM F. FUSIO  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
ARTISAN AND BLUE COLLAR EMPLOYEES  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management" of  
the County of Los Angeles (hereinafter referred  
to as "County")

AND

SEIU, LOCAL 721, CTW, CLC (herein after  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Artisan and Blue Collar Employees  
Employee Representation Unit, which Memorandum of Understanding (MOU) was  
subsequently approved and ordered implemented by the County's Board of  
Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU as set forth hereafter;

NOW, THEREFORE, the parties agree as follows;


1. Amend Article 7 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. Written notice to commence negotiations, as well as its initial written proposals for such successor MOU, during the period of May 15 to May 31, 2012
  - b. Negotiations shall begin no later than June 15, 2012.
  - c. If full and entire agreement on the terms of a successor MOU is not reached by July 31, 2012, an impasse shall be automatically declared on those issues which remain in dispute unless the parties mutually agree to continue negotiations.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).

4. Amend Article 53 - PUBLIC WORKS FOOD FOR THE WINTER: This article will cease to exist September 30, 2012.
5. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T FUJOKA  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY ARTISAN AND BLUE COLLAR EMPLOYEES  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management" of  
the County of Los Angeles (hereinafter referred  
to as "County")

AND

SEIU, LOCAL 721, CTW, CLC (herein after  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Supervisory Artisan and Blue Collar  
Employees Employee Representation Unit, which Memorandum of Understanding  
(MOU) was subsequently approved and ordered implemented by the County's Board of  
Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU as set forth hereafter;

NOW, THEREFORE, the parties agree as follows;

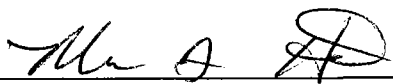
1. Amend Article 7 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. Written notice to commence negotiations, as well as its initial written proposals for such successor MOU, during the period of May 15 to May 31, 2012
  - b. Negotiations shall begin no later than June 15, 2012.
  - c. If full and entire agreement on the terms of a successor MOU is not reached by July 31, 2012, an impasse shall be automatically declared on those issues which remain in dispute unless the parties mutually agree to continue negotiations.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).

4. Amend Article 53 - PUBLIC WORKS FOOD FOR THE WINTER: This article will cease to exist on September 30, 2012.
5. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T FUJOKA  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISING DEPUTY PROBATION OFFICERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

Joint Council of Supervising Deputy Probation  
Officers Association/Los Angeles County  
Employees Association, Local 721, SEIU  
(hereinafter referred to as "Union")

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Supervising Deputy Probation Officers  
Employee Representation Unit, which Memorandum of Understanding was subsequent  
approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter;

NOW, THEREFORE, the parties agree as follows;

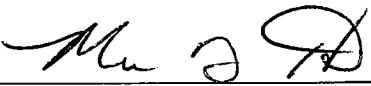
1. Amend Article 7 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 31, 2012;
  - Negotiation shall begin no later than June 15, 2012;
  - July 31, 2012, contractual impasse date.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).


4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.


IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

SEIU, LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
\_\_\_\_\_  
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
\_\_\_\_\_  
WILLIAM T. FUJIOKA  
Chief Executive Officer

By   
\_\_\_\_\_  
Norman Johnson, President  
Supervising Deputy Probation Officer Association

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 2  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SOCIAL WORKERS  
EMPLOYEE UNIT

THIS AMENDMENT NO. 2 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of the  
County of Los Angeles (hereinafter referred to as  
"County")

SEIU Local 721, CTW, CLC (hereinafter referred  
to as "Union")

WHEREAS, on the 15th day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Social Workers Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and


WHEREAS, as a result of mutual agreement, the parties desire to amend the #711 Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).
2. This Amendment No. 2 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 2 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 2 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC  
AUTHORIZED REPRESENTATIVE

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
WILLIAM T. FUJIO  
Chief Executive Officer

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
MEDICAL SOCIAL WORKERS  
EMPLOYEE UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and  
entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of the  
County of Los Angeles (hereinafter referred to as  
"County")

SEIU Local 721, CTW, CLC (hereinafter referred  
to as "Union")

WHEREAS, on the 15th day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Medical Social Workers Unit, which  
Memorandum of Understanding was subsequently approved and ordered implemented  
by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the 722 Memorandum of Understanding.


NOW, THEREFORE, the parties agree as follows:


1. Amend Article 7, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 8, Renegotiation, to change all 2011 dates to 2012.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - 
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).
4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC  
AUTHORIZED  
REPRESENTATIVE

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVE

By   
\_\_\_\_\_  
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
\_\_\_\_\_  
WILLIAM FUJIOKA  
Chief Executive Officer

AMENDMENT NO. 2  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
CHILDREN'S SOCIAL WORKERS  
EMPLOYEE UNIT

THIS AMENDMENT NO. 2 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of the  
County of Los Angeles (hereinafter referred to as  
"County")

AND

SEIU Local 721, CTW, CLC (hereinafter referred  
to as "Union").

WHEREAS, on the 15th day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Children's Social Workers Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and


WHEREAS, as a result of mutual agreement, the parties desire to amend the #723 Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).
2. This Amendment No. 2 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 2 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 2 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC  
AUTHORIZED REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
WILLIAM T. FUJIOKA  
Chief Executive Officer

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
HEALTH FINANCIAL SUPPORT SERVICES  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011.

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County")

SEIU Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Health Financial Support Service Employee Representation Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the #729 Memorandum of Understanding.

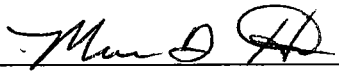
NOW, THEREFORE, the parties agree as follows:


1. Amend Article 7, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 8, Renegotiation, to change all 2011 dates to 2012.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012, to September 30, 2012)
4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1, will be effective when and if approved by said Board of Supervisors, in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T. FUJIOKA  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SOCIAL SERVICES INVESTIGATORS  
EMPLOYEE UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and  
entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of the  
County of Los Angeles (hereinafter referred to as  
"County")

SEIU Local 721, CTW, CLC (hereinafter referred  
to as "Union")

WHEREAS, on the 15th day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Social Services Investigators Unit, which  
Memorandum of Understanding was subsequently approved and ordered implemented  
by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend  
No. 731 Memorandum of Understanding.

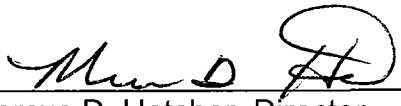
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 7, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 8, Renegotiation, to change all 2011 dates to 2012.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).
4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC  
AUTHORIZED REPRESENTATIVE

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVE

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T. FUJIOKA  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY SOCIAL SERVICES INVESTIGATORS  
EMPLOYEE UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of the  
County of Los Angeles (hereinafter referred to as  
"County")

SEIU Local 721, CTW, CLC (hereinafter referred  
to as "Union")

WHEREAS, on the 15th day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Supervisory Social Services Investigators Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the #732 Memorandum of Understanding.

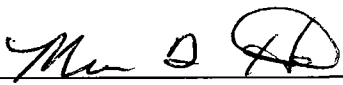
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 7, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 8, Renegotiation, to change all 2011 dates to 2012.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).
4. Amend Article 43, Consultation and Training, Section 6, to change the termination date for the Educational Advisory Task Force to September 30, 2012.


5. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC  
AUTHORIZED  
REPRESENTATIVE

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVE

By   
WILLIAM T FUJICKA  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 2  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISING SOCIAL WORKERS  
EMPLOYEE UNIT

THIS AMENDMENT NO. 2 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of the  
County of Los Angeles (hereinafter referred to as  
"County")

AND

SEIU Local 721, CTW, CLC (hereinafter referred  
to as "Union")

WHEREAS, on the 15th day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Supervising Social Workers Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and


WHEREAS, as a result of mutual agreement, the parties desire to amend the #777 Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect:
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012).
2. This Amendment No. 2 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 2 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 2 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC  
AUTHORIZED REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
WILLIAM T. FUJIOKA  
Chief Executive Officer

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
LIBRARIAN  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011.

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County")

SEIU Local 721, CTW, CLC (hereinafter  
referred to as "Union")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Librarian Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the #811 Memorandum of Understanding.


NOW, THEREFORE, the parties agree as follows:


1. Amend Article 7, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 8, Renegotiation, to change all 2011 dates to 2012.
3. Amend Article 33 – Workplace Retraining, Section 1, paragraph 2, to reflect;
  - (2009-2010, 2010-2011, 2011-2012, July 1, 2012 to September 30, 2012)
4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1, will be effective when and if approved by said Board of Supervisors, in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SEIU LOCAL 721, CTW, CLC

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Marcus D. Hatcher, Director  
Representation and Negotiations

By   
WILLIAM T FUJIOKA  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
APPRAISERS NON-SUPERVISORY  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter  
referred to as "County"),

AND

CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES (hereinafter  
referred to as CAPE or "Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Plant Operating Engineers Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. In the event either party hereto desires to negotiate a successor Memorandum of Understanding, such party shall serve upon the other during the period from May 15, 2012 to May 31, 2012, its written request to commence negotiations as well as full and entire written proposals for such successor Memorandum of Understanding.
  - b. Upon receipt of such written notice and proposals, negotiations shall begin no later than June 15, 2012.
  - c. An impasse concerning the matters under negotiations shall be declared automatically if full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by August 15, 2012, unless the parties mutually agree to continue negotiations.


3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

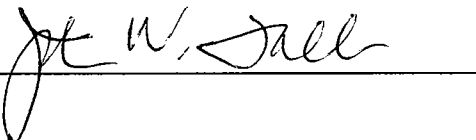
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

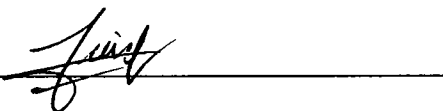
CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES

By 

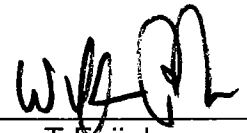
By 

By 

By 

By 

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T. Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY APPRAISERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter  
referred to as "County"),

AND

CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES (hereinafter  
referred to as CAPE or "Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Plant Operating Engineers Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

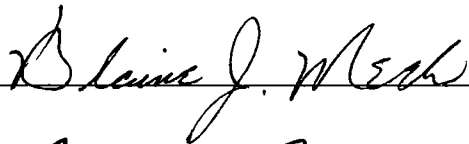
1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 2:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. In the event either party hereto desires to negotiate a successor Memorandum of Understanding, such party shall serve upon the other during the period from May 15, 2012 to May 31, 2012, its written request to commence negotiations as well as full and entire written proposals for such successor Memorandum of Understanding.
  - b. Upon receipt of such written notice and proposals, negotiations shall begin no later than June 15, 2012.
  - c. An impasse concerning the matters under negotiations shall be declared automatically if full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by August 15, 2012, unless the parties mutually agree to continue negotiations.

3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

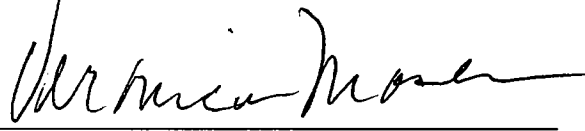
CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

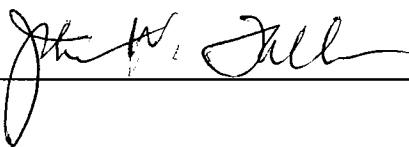
By 

By   
William T. Fujioka  
Chief Executive Officer

By 

By 

By 

By 

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING  
INTERNS AND RESIDENT PHYSICIANS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County)

AND

Committee Of Interns And Residents, An  
Affiliate Of The Committee Of Interns And  
Residents/SEIU, (aka Interns and Residents  
Association of Southern California Medical  
Center; Interns and Residents Association of  
the Los Angeles County Harbor General  
Hospital; The Interns and Residents  
Association of the Los Angeles County Martin  
Luther King, Jr. Hospital (hereinafter referred to  
as "CIR")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Interns and Resident Physicians Employee Representation Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the #323 Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 3, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 4, Renegotiation, to change all 2011 dates to 2012.
3. Article 7, Quality Patient Care Fund, of the Memorandum of Understanding is modified as set forth in Attachment A hereto, which contains the full and complete understanding and agreement between the parties regarding the matters set forth herein.
4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

THE COMMITTEE OF INTERNS AND  
RESIDENT/SEIU, AFL-CIO (AKA  
INTERNS AND RESIDENTS  
ASSOCIATION OF LOS ANGELES  
COUNTY-UNIVERSITY OF  
SOUTHERN CALIFORNIA MEDICAL  
CENTER; INTERNS AND RESIDENTS  
ASSOCIATION OF LOS ANGELES  
COUNTY HARBOR GENERAL  
HOSPITAL

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By  \_\_\_\_\_

By  \_\_\_\_\_  
WILLIAM T FUJIOKA  
Chief Executive Officer

ARTICLE 7            QUALITY PATIENT CARE FUND

In recognition of Residents foregoing pay raises in a previous contract, the Department of Health Services, and Chief Executive Office will recommend to the Board of Supervisors that a fund, to be identified as the CIR Quality Patient Care Fund, be established within the Department of Health Services effective on the date of Board approval of this agreement. The amount of the CIR Quality Patient Care Fund will be \$2,200,000 each year for fiscal years 2009-2010, 2010 – 2011 and 2011 – 2012. The \$2,200,000 will be appropriated by relative employee size of the three institutions as follows: \$1,210,000 for the use of LAC+USC Medical Center house staff; \$495,000 for the use of Martin Luther King Jr./Drew Medical Center house staff; and \$495,000 for the use of Harbor/UCLA Medical Center. All funds must be spent in the fiscal year of allocation.

This fund shall be inviolate and free from assessments, freezes, impounds or deferrals, and may be used only for improved quality of patient care.

The Director of the Department of Health Services shall have direct control of the fund. During the term of this Memorandum of Understanding, all of the committees provided in 2 and 3 below shall meet as a "Steering Committee" and by mutual agreement allocate funds to the institutional level, taking cognizance of all recommendations. Funds allocated to the institutional level will be administered as follows:

1. Authority to commit and expend the funds will be vested in the institutional administrators.
2. The institutional administrator shall appoint a "Team." Medical Directors, physician service chiefs and director of patient care services may be appointed to this Team. This Team shall not exceed five in number.
3. Interns and Residents at each institution shall convene and designate a "Team". This Team shall not exceed five in number.
4. When issues involve Preventive Health, Mental Health, Nursing and Ambulatory Care needs, representatives from these areas shall participate in the discussions.
5. Mutual agreement of the teams at each institution listed in 2 and 3 shall be required to initiate the authority to expend as provided in 1 above.
6. The CIR shall submit its list of requested patient care equipment for that fiscal year to the institutional Chief Medical Officer by February 28. By meeting this due date, it shall be deemed that the CIR has met the requirements for committing the allocation to the Patient Care Fund. The institution shall, within 30 days from the date of receipt, discuss problem

requests with the CIR. Where the County is able to obtain equipment for less than the CIR's initial estimate, Management and CIR shall, as soon as possible, mutually agree to spend the savings.

If CIR fails to meet this due date, the institution allocation shall be transferred to the institution administrator to purchase patient care equipment.

7. The CIR shall obtain estimates and information only, and shall not commit or negotiate prices, services agreements, or training costs with vendors. The items recommended shall be processed through the County's normal County purchasing procedures.

The Los Angeles County - USC Medical Center, Harbor - UCLA Medical Center and Martin Luther King, Jr.-Drew Medical Center will provide a monthly Patient Care Fund status report, utilizing the King-Drew Medical Center report format, to the President of the Interns and Residents at each hospital, the Patient Care Fund Vice-President at each hospital and to the designated representative of the CIR.

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
PLANT OPERATING ENGINEERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter  
referred to as "County"),

AND

INTERNATIONAL UNION OF OPERATING  
ENGINEERS, LOCAL 501, AFL-CIO (herein  
after referred to as "Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Plant Operating Engineers Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. Written request to commence negotiations, as well as its full and entire written proposals for such successor Memorandum of Understanding with the exception of salary proposals which shall be presented no later than June 1, 2012.
  - b. Upon receipt of such written notice and proposals, negotiations shall begin no later than 30 days or June 15, 2012, whichever is later.
  - c. An impasse concerning the matters under negotiations shall be declared automatically if full and entire agreement of the terms of a successor Memorandum of Understanding is not reached by August 31, 2012, unless the parties mutually agree to continue negotiations.

3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

OPERATING ENGINEERS, LOCAL 501  
AUTHORIZED REPRESENTATIVES

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By Ronald S. Frease Jr.  
Ron Frease  
President  
I.U.O.E., Local 501

By William T. Fujiki  
William T. Fujiki  
Chief Executive Officer

By Gavin Koon  
Gavin Koon  
Business Agent  
I.U.O.E., Local 501

By Chris Brown  
Chris Brown  
Business Agent  
I.U.O.E., Local 501

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
BUILDING TRADES AND SKILLED CRAFTSMEN  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management" of the  
County of Los Angeles (hereinafter referred to as  
"County"),

AND

LOS ANGELES COUNTY BUILDING AND  
CONSTRUCTION TRADES COUNCIL (herein  
referred to as "Council" or "Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Building Trades and Skilled Craftsmen Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and,

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - \* Written notice to commence negotiations, as well as its initial written proposals for such successor MOU, during the period of June 15 to June 31, 2012.
  - \* Negotiations shall begin no later than 30 days from date of receipt of notice and proposals.
  - \* If full and entire agreement on the terms of a successor MOU is not reached by August 31, 2012, an impasse shall be automatically declared on those issues which remain in dispute unless the parties mutually agree to continue negotiations.
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of

Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

LOS ANGELES BUILDING AND  
CONSTRUCTION TRADES COUNCIL

By   
Ron Miller, Council Representative

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
William T Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY BUILDING AND  
CONSTRUCTION TRADES AND OPERATING  
ENGINEER EMPLOYEES REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives (hereinafter referred to as "Management") of the County of Los Angeles (hereinafter referred to as "County") and the Los Angeles County Flood Control District (hereinafter referred to as "District").

AND

THE JOINT COUNCIL OF LOS ANGELES COUNTY BUILDING AND CONSTRUCTION TRADES COUNCIL and INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 501, AFL-CIO (hereinafter referred to as "Joint Council").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Building Trades and Skilled Craftsmen Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and,

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - Written notice to commence negotiations, as well as its initial written proposals for such successor MOU, during the period of June 15 to June 31, 2012.
  - Negotiations shall begin no later than 30 days from date of receipt of notice and proposals.
  - If full and entire agreement on the terms of a successor MOU is not reached by August 31, 2012, an impasse shall be automatically declared on those issues which remain in dispute unless the Parties mutually agree to continue negotiations.

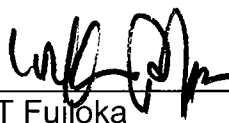
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.


IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

JOINT COUNCIL OF LOS ANGELES  
BUILDING AND CONSTRUCTION TRADES  
COUNCIL & OPERATING ENGINEERS

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Ron Miller  
Council Representative

By   
William T Fujloka  
Chief Executive Officer

By   
Gavin Koon  
Business Agent  
I.U.O.E., Local 501

By   
Chris Brown  
Business Agent  
I.U.O.E., Local 501

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
AUTOMOTIVE AND EQUIPMENT MAINTENANCE  
AND REPAIR EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter  
referred to as "County"),

AND

AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL  
EMPLOYEES COUNCIL 36, LOCAL  
119 (hereinafter referred to as  
"AFSCME Local 119" or "Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Plant Operating Engineers Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

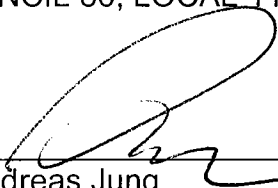
1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. Either party hereto desires to negotiate the provisions of a successor Memorandum of Understanding,(MOU) such party shall serve upon the other, during the period of April 15, 2012 to May 15, 2012, its written request to commence negotiations as well as written proposals for such successor MOU with the exception of salary proposals which shall be presented no later than June 1, 2012.
  - b. Negotiations shall begin thereafter within, but no later than, thirty (30) days from date of receipt of aforementioned notice and proposals.
  - c. If full and entire agreement on the terms of a successor MOU is not reached by August 31, 2012, an impasse shall be automatically declared on those issues which remain in dispute unless parties mutually agree to continue negotiations.

3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

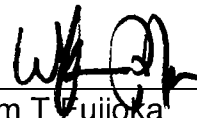
AMERICAN FEDERATION OF STATE,  
COUNTY AND MUNICIPAL EMPLOYEES  
COUNCIL 36, LOCAL 119

By

  
\_\_\_\_\_  
Andreas Jung,  
President, AFSCME LOCAL 119

COUNTY OF LLOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVE

By

  
\_\_\_\_\_  
William T. Fujioaka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
PROFESSIONAL ENGINEERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter  
referred to as "County"),

AND

CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES, M.E.B.A.,  
AFL-CIO (hereinafter referred to as CAPE or  
"Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Plant Operating Engineers Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. In the event either party hereto desires to negotiate a successor Memorandum of Understanding, such party shall serve upon the other during the period from May 15, 2012, to May 31, 2012, its written request to commence negotiations as well as full and entire written proposals for such successor Memorandum of Understanding.
  - b. Upon receipt of such written notice and proposals, negotiations shall begin no later than June 15, 2012.
  - c. An impasse concerning the matters under negotiations shall be declared automatically if full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by August 15, 2012, unless the parties mutually agree to continue negotiations.

3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By Blaine J. Marsh

By William T. Fujisaka  
William T. Fujisaka  
Chief Executive Officer

By Mark McNeil

By Barbara L. [Signature]

By Paul [Signature]

By Joe W. [Signature]

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISING PROFESSIONAL ENGINEERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter  
referred to as "County"),

AND

CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES, M.E.B.A.,  
AFL-CIO (hereinafter referred to as CAPE or  
"Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Plant Operating Engineers Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. In the event either party hereto desires to negotiate a successor Memorandum of Understanding, such party shall serve upon the other during the period from May 15, 2012, to May 31, 2012, its written request to commence negotiations as well as full and entire written proposals for such successor Memorandum of Understanding.
  - b. Upon receipt of such written notice and proposals, negotiations shall begin no later than June 15, 2012.
  - c. An impasse concerning the matters under negotiations shall be declared automatically if full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by August 15, 2012, unless the parties mutually agree to continue negotiations.

3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By Blaine J. Meach

By William T. Fujoka  
William T. Fujoka  
Chief Executive Officer

By Mark McNeil

By John W. Hall

By Scott H. [Signature]

By \_\_\_\_\_

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
ENGINEERING TECHNICIAN'S  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter  
referred to as "County"),

AND

CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES, M.E.B.A.,  
AFL-CIO (hereinafter referred to as CAPE or  
"Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Plant Operating Engineers Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. In the event either party hereto desires to negotiate a successor Memorandum of Understanding, such party shall serve upon the other during the period from May 15, 2012, to May 31, 2012, its written request to commence negotiations as well as full and entire written proposals for such successor Memorandum of Understanding.
  - b. Upon receipt of such written notice and proposals, negotiations shall begin no later than June 15, 2012.
  - c. An impasse concerning the matters under negotiations shall be declared automatically if full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by August 15, 2012, unless the parties mutually agree to continue negotiations.

3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES

By Blaine J. Metch

By Mark McNiff

By Ken Roberts

By Barbara Votz

By David L. [Signature]

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By [Signature]  
William T. Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISING ENGINEERING TECHNICIAN'S  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management") of  
the County of Los Angeles (hereinafter  
referred to as "County"),

AND

CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES, M.E.B.A.,  
AFL-CIO (hereinafter referred to as CAPE or  
"Union").

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Plant Operating Engineers Employee Representation Unit, which Memorandum of Understanding (MOU) was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

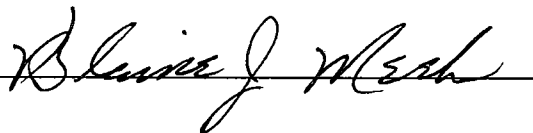
1. Amend Article 4 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation: To reflect revisions necessary to correspond with a one year extension of the term of the MOU:
  - a. In the event either party hereto desires to negotiate a successor Memorandum of Understanding, such party shall serve upon the other during the period from May 15, 2012, to May 31, 2012, its written request to commence negotiations as well as full and entire written proposals for such successor Memorandum of Understanding.
  - b. Upon receipt of such written notice and proposals, negotiations shall begin no later than June 15, 2012.
  - c. An impasse concerning the matters under negotiations shall be declared automatically if full and entire agreement on the terms of a successor Memorandum of Understanding is not reached by August 15, 2012, unless the parties mutually agree to continue negotiations.

3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors. This Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.


IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

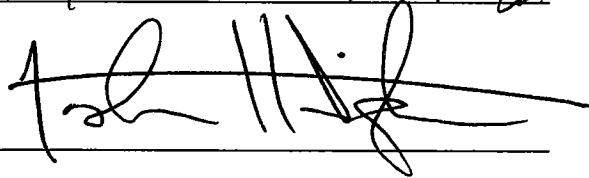
CALIFORNIA ASSOCIATION OF  
PROFESSIONAL EMPLOYEES

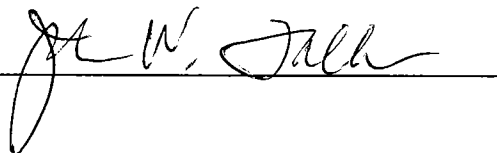
COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

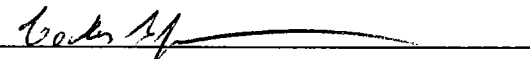
By 

By   
William T. Fujioka  
Chief Executive Officer

By 

By 

By 

By 

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 3  
TO MEMORANDUM OF UNDERSTANDING  
REGARDING THE  
FIRE SPECIALIST  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 3 TO MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereby referred to as "Management") of the  
County of Los Angeles, (hereinafter referred to  
As "County"), and the County Forester and Fire  
Warden

AND

LOS ANGELES COUNTY FIRE FIGHTERS,  
LOCAL 1014, IAFF, AFL-CIO

WHEREAS, on the 18<sup>th</sup> day of December 2007, the parties entered into a Memorandum of Understanding regarding the Fire Specialist Employee Representation Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by County's Board of Supervisors; and

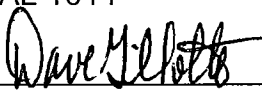
WHEREAS, as a result of said determination, the parties mutually desire to amend Article 6 of said Memorandum of Understanding as set forth hereafter.

NOW, THEREFORE, the parties agree as follows:

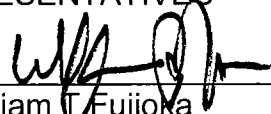
1. Amend Article 6 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a two (2) year extension of the term of the MOU:
  - \* Written notice to commence negotiations, as well as a full and entire proposal for such successor MOU: May 15, 2012, through May 31, 2012;
  - \* Negotiations shall begin no later than June 1, 2012.
3. This Amendment No. 3 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to County's Board of Supervisors. This Amendment No. 3 will be effective when and if approved by said Board of Supervisors in the same manner as provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 3 the day, month, and year first above written.

LOS ANGELES COUNTY  
FIRE FIGHTERS  
LOCAL 1014

By   
Dave Gillotte  
President, Fire Fighters  
Local 1014

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

BY   
William T. Fujioh  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISOR

AMENDMENT NO. 3  
TO MEMORANDUM OF UNDERSTANDING  
REGARDING THE  
SUPERVISING FIRE SPECIALIST  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 3 TO MEMORANDUM OF UNDERSTANDING, made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereby referred to as "Management") of the  
County of Los Angeles, (hereinafter referred to  
As "County"), and the County Forester and Fire  
Warden

AND

LOS ANGELES COUNTY FIRE FIGHTERS,  
LOCAL 1014, IAFF, AFL-CIO

WHEREAS, on the 18<sup>th</sup> day of December 2007, the parties entered into a Memorandum of Understanding regarding the Fire Specialist Employee Representation Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by County's Board of Supervisors; and

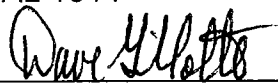
WHEREAS, as a result of said determination, the parties mutually desire to amend Article 6 of said Memorandum of Understanding as set forth hereafter.

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 6 – Term: to extend the Term of the MOU for one (1) year to 12:00 midnight on September 30, 2012.
2. Amend Article 8 – Renegotiation: To reflect revisions necessary to correspond with a two (2) year extension of the term of the MOU:
  - \* Written notice to commence negotiations, as well as a full and entire proposal for such successor MOU: May 15, 2011 through May 30, 2012,
  - \* Negotiations shall begin no later than June 1, 2012.
3. This Amendment No. 3 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to County's Board of Supervisors. This Amendment No. 3 will be effective when and if approved by said Board of Supervisors in the same manner as provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 3 the day, month, and year first above written.

LOS ANGELES COUNTY  
FIRE FIGHTERS  
LOCAL 1014

By   
Dave Gillotte  
President, Fire Fighters  
Local 1014

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

BY   
William T. Fujioka  
Chief Executive Officer

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISOR

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
PSYCHIATRIC SOCIAL WORKERS  
EMPLOYEE UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative (hereinafter) referred to as "Management") of the County of Los Angeles (hereinafter referred to as "County")

Association of Psychiatric Social Workers/ American Federation of State, County and Municipal Employees (hereinafter referred to as "AFSCME" or "Union")

WHEREAS, on the 15th day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Psychiatric Social Workers Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend No. 721 Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 5, Renegotiation, to change all 2011 dates to 2012.
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

PSYCHIATRIC SOCIAL  
WORKERS/AMERICAN  
FEDERATION OF STATE,  
COUNTY AND MUNICIPAL  
EMPLOYEES

By 

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
WILLIAM T. FUJIOKA  
Chief Executive Officer

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISOR PROFESSIONAL SOCIAL WORKERS  
EMPLOYEE UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative (hereinafter) referred to as "Management") of the County of Los Angeles (hereinafter referred to as "County")

Supervisory Professional Social Workers of Los Angeles County/American Federation of State, County and Municipal Employees (hereinafter referred to as AFSCME or "Union")

WHEREAS, on the 15th day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Supervisory Professional Social Workers Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend No. 724 Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 5, Renegotiation, to change all 2011 dates to 2012.
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

SUPERVISORY PROFESSIONAL  
SOCIAL WORKERS OF LOS ANGELES  
COUNTY/AMERICAN FEDERATION OF  
STATE, COUNTY AND MUNICIPAL  
EMPLOYEES

By Cheryl Parisi

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By William T. Fujiska  
WILLIAM T. FUJISKA  
Chief Executive Officer

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISING CHILD SUPPORT OFFICERS

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as  
"Management") of the County of Los  
Angeles (hereinafter referred to as  
"County")

AND

AFSCME COUNCIL 36, LOCAL 1083  
SUPERVISING CHILD SUPPORT  
OFFICERS (hereinafter referred to as  
"AFSCME LOCAL 1083").

WHEREAS, on 9<sup>th</sup> day of November, 2010, the parties entered into a  
Memorandum of Understanding regarding the Supervising Child Support Officers, which  
Memorandum of Understanding was subsequent approved and ordered implemented  
by the County's Board of Supervisors: and

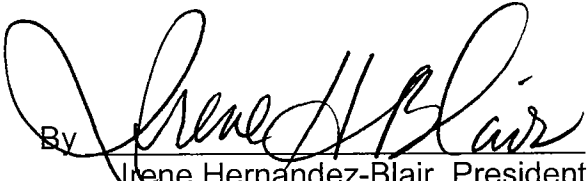
WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 6 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 7 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 31, 2012;
  - Negotiation shall begin no later than June 1, 2012;
  - August 31, 2012, contractual impasse date
3. This Amendment No. 1, to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1, will be effective when and if approved by said Board of Supervisors, in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 6 the day, month and year first above written.

AFSCME COUNCIL 36,  
LOCAL 1083

By   
Irene Hernandez-Blair, President  
AFSCME Local 1083

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
WILLIAM T. FUJOKA  
Chief Executive Officer

By   
Ted Smith  
AFSCME Council 36.

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
AGRICULTURAL WEIGHTS & MEASURES INSPECTORS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

LOCAL 830, AMERICAN FEDERATION OF  
STATE, COUNTY AND MUNICIPAL  
EMPLOYEES, (hereinafter referred to as  
"LOCAL 830, AFSCME" or "AFSCME", or  
"UNION").

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Agricultural Weights & Measures  
Inspectors Employee Unit, which Memorandum of Understanding was subsequent  
approved and ordered implemented by the County's Board of Supervisors: and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 4 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 15, 2012;
  - Negotiation shall begin no later than June 1, 2012;
  - August 31, 2012, contractual impasse date
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of


Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

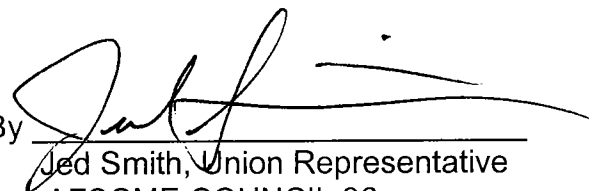
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.


AMERICAN FEDERATION OF  
STATE, COUNTY AND MUNICIPAL  
EMPLOYEES, COUNCIL 36

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Cheryl Parsi, Executive Director  
AFSCME COUNCIL 36

By   
WILLIAM T FUJOKA  
Chief Executive Officer

By   
Jed Smith, Union Representative  
AFSCME COUNCIL 36

By   
Paul Monson, President  
AFSCME LOCAL 830

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
PHARMACISTS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representatives  
(hereinafter referred to as "Management")  
of the County of Los Angeles (hereinafter  
referred to as "County")

AND

GUILD FOR PROFESSIONAL  
PHARMACISTS (hereinafter referred to as  
"GUILD")

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Pharmacists Employee Unit, which  
Memorandum of Understanding was subsequent approved and ordered implemented  
by the County's Board of Supervisors: and

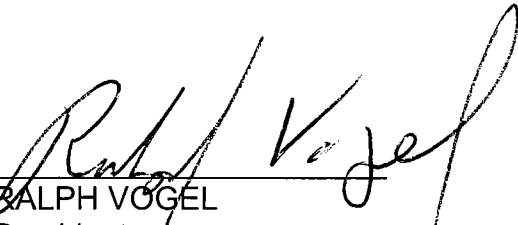
WHEREAS, as a result of mutual agreement, the parties desire to amend the  
MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 5 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than June 15, 2012;
  - Negotiation shall begin no later than July 1, 2012;
  - July 31, 2012, contractual impasse date
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Memorandum of Understanding the day, month and year first above written.

GUILD FOR PROFESSIONAL  
PHARMACISTS

By   
RALPH VOGEL  
President

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
WILLIAM FUSICKA  
Chief Executive Officer

TO BE SUBMITTED TO THE COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
PHYSICIANS  
EMPLOYEE UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and

entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of the  
County of Los Angeles (hereinafter referred to as  
"County")

Union of American Physicians and Dentists  
(hereinafter referred to as "Union" or "UAPD")

WHEREAS, on the 15th day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Physicians Unit, which Memorandum of  
Understanding was subsequently approved and ordered implemented by the County's  
Board of Supervisors; and

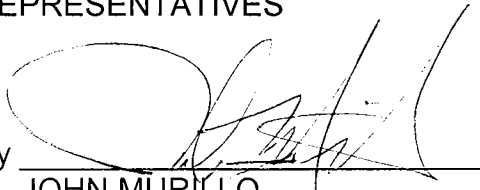
WHEREAS, as a result of mutual agreement, the parties desire to amend No. 324 Memorandum of Understanding.

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 5, Renegotiation, to change all 2011 dates to 2012.
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

UNION OF AMERICAN PHYSICIANS  
AND DENTISTS AUTHORIZED  
REPRESENTATIVES

By   
JOHN MURILLO  
Regional Administrator  
Union of American Physicians  
And Dentists

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
WILLIAM T FUJIOKA  
Chief Executive Officer

AMENDMENT NO. 1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
HEALTH INVESTIGATIVE  
AND SUPPORT SERVICES UNIT

THIS AMENDMENT NO. 1 TO MEMORANDUM OF UNDERSTANDING made and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter) referred to as "Management") of  
the County of Los Angeles (hereinafter referred  
to as "County")

LOS ANGELES COUNTY ASSOCIATION OF  
ENVIRONMENTAL HEALTH SPECIALISTS  
(hereinafter referred to as "LACOA EHS" or  
"Association")

WHEREAS, on the 15<sup>th</sup> day of December, 2009, the parties entered into a Memorandum of Understanding regarding the Health Investigative and Support Services Unit, which Memorandum of Understanding was subsequently approved and ordered implemented by the County's Board of Supervisors; and

WHEREAS, as a result of mutual agreement, the parties desire to amend the #331 Memorandum of Understanding.

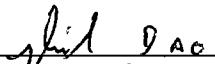
NOW, THEREFORE, the parties agree as follows:

1. Amend Article 4, Term, to change the termination date of the contract to September 30, 2012.
2. Amend Article 5, Renegotiation, to change all 2011 dates to 2012.
3. Article 8, Employee Benefits, of the Memorandum of Understanding is modified as set forth in Attachment A hereto, which contains the full and complete understanding and agreement between the parties regarding the matters set forth herein.
4. Article 38, Authorized Agents, of the Memorandum of Understanding is modified as set forth in Attachment B hereto, which contains the full and complete understanding and agreement between the parties regarding the matters set forth herein.
5. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors, and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 1 the day, month and year first above written.

LOS ANGELES COUNTY ASSOCIATION  
OF ENVIRONMENTAL HEALTH  
SPECIALISTS , TEAMSTERS 911  
AUTHORIZED REPRESENTATIVES

COUNTY OF LOS ANGELES,  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Los Angeles County Association  
of Environmental Health Specialists,  
Teamsters 911

By   
WILLIAM T FUJIOKA  
Chief Executive Officer

ARTICLE 8      EMPLOYEE BENEFITS

The provisions of the Memoranda of Understanding regarding Fringe Benefits, Mileage and Retirement between the County of Los Angeles and SEIU, Local 721, in effect and as mandated by applicable law, shall apply to employees in this unit.

Effective January 1, 2012, the provisions of the Memoranda of Understanding regarding Fringe Benefits, Mileage and Retirement between the County of Los Angeles and the Coalition of County Unions, in effect and as mandated by applicable law, shall apply to employees in this Unit.

Integrated Bargaining

The parties agree that the provisions of the Memorandum of Understanding regarding Fringe Benefits between the County of Los Angeles and SEIU Local 721 in effect during the term of this agreement shall apply to employees in this bargaining unit. Said provisions shall be incorporated as an exhibit to this MOU.

Effective January 1, 2012, the provisions of the Memorandum of Understanding regarding Fringe Benefits between the County of Los Angeles and the Coalition of County Unions in effect during the term of this agreement shall apply to employees in this bargaining unit.

During the term of this MOU, the parties agree to discuss the possibility of integrated bargaining for the successor MOU. The definition of integrated bargaining is bargaining a total, integrated compensation package which shall include general salary movement and employee benefits, including, but not limited to, the County's Options contribution, retirement, vacations, sick leave and holidays.

ARTICLE 38AUTHORIZED AGENTS

For the purpose of administering the terms and provisions of this Memorandum of Understanding:

- A. Management's principal authorized agent shall be the County's Chief Executive Officer or his/her duly authorized representative (Address: 222 North Grand Avenue, Los Angeles, California 90012; Telephone (213) 974-2404), except where a particular Management representative is specifically designated in connection with the performance of a specific function or obligation set forth herein.
- B. The Los Angeles County Association of Environmental Health Specialists (LACOEHS), shall be the Chairperson of the Board of LACOEHS or duly Authorized representative (Address: LACOEHS Chairman, c/o California Teamsters Local 911, Norma Lopez, 9900 Flower Street, Bellflower, California 90706, Telephone: (562) 595-4518, email: nlopez@teamsters911.com).

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
CRIMINALISTS EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as  
"Management") of the County of Los  
Angeles (hereinafter referred to as  
"County")

AND

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (hereinafter referred to  
as "PPOA" or "Union").

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Administrative Technical and Staff  
Services Employee Unit, which Memorandum of Understanding was subsequent  
approved and ordered implemented by the County's Board of Supervisors: and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

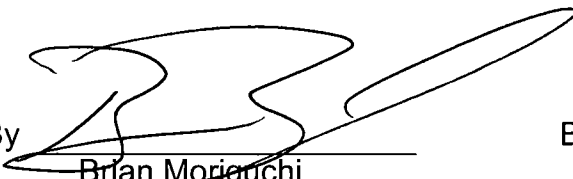
NOW, THEREFORE, the parties agree as follows:


1. Amend Article 3 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 4 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 15, 2012;
  - Negotiation shall begin no later than June 14, 2012;
  - July 30, 2012, contractual impasse date
3. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1, will be effective when and if approved by said Board of Supervisors, in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

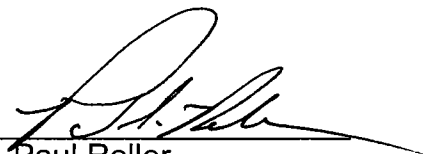
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 6 the day, month and year first above written.

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (PPOA)

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Brian Moriguchi  
President, PPOA

By   
William T Fujioka  
Chief Executive Officer

By   
Paul Roller  
Executive Dir, PPOA

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
CUSTODY ASSISTANTS/CORRECTIONS OFFICERS

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as  
"Management") of the County of Los  
Angeles (hereinafter referred to as  
"County")

AND

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (hereinafter referred to  
as "PPOA" or "Union").

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Administrative Technical and Staff  
Services Employee Unit, which Memorandum of Understanding was subsequent  
approved and ordered implemented by the County's Board of Supervisors: and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:

1. Amend Article 3 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 4 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 13, 2012;
  - Negotiation shall begin no later than June 10, 2012;
  - July 29, 2012, contractual impasse date
3. Amend Article 9 – Uniforms, Section 1, to add;

Employees who hold status in the classification of Custody Assistant, Sheriff (Item No. 2749), covered by this agreement and employed on November 1, 2011, shall receive a lump sum payment of six hundred dollars (\$600) in lieu of the uniform items previously issued and replaced

under the 1979-81 Memorandum of Understanding. Such payment shall be made between December 1, 2011, and December 15, 2011, by separate payroll warrant.

Employees who hold status in the classification of Law Enforcement Technician (Item No. 2745), covered by this agreement and employed on November 1, 2011, shall receive a lump sum payment of three hundred dollars (\$300) in lieu of department issued uniforms. Such payment shall be made between December 1, 2011 and December 15, 2011, by separate payroll warrant.

Court Services Specialist (Item No. 2744), Public Response Dispatcher I, II and III, and Specialist (Item Nos. 2450, 2451 & 2452), Security Assistant (Item No. 2827), Security Officer (Item No. 2828) and Supervising Public Response Dispatcher (Item No. 2453), covered by this agreement and employed on November 1, 2011, shall receive a lump sum payment of three hundred dollars (\$300) in lieu of department issued uniforms. Such payment shall be made between December 1, 2011 and December 15, 2011, by separate payroll warrant.

These allowances shall not constitute a base rate.

4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1, will be effective when and if approved by said Board of Supervisors, in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.

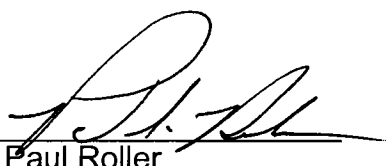
IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 6 the day, month and year first above written.

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (PPOA)

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Brian Moriguchi  
President, PPOA

By   
William T. Fujioaka  
Chief Executive Officer

By   
Paul Roller  
Executive Dir, PPOA

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
COUNTY POLICE  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as  
"Management") of the County of Los  
Angeles (hereinafter referred to as  
"County")

AND

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (hereinafter referred to  
as "PPOA" or "Union").

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the County Police Unit, which Memorandum  
of Understanding was subsequent approved and ordered implemented by the County's  
Board of Supervisors: and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 3 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 4 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 15, 2012;
  - Negotiation shall begin no later than June 1, 2012;
  - Negotiations on an economic amendment concerning salaries and wages shall commence no later than July 1, 2012;
  - July 31, 2012, contractual impasse date
3. Amend Article 47 – Coroner Joint Labor Management Manual Committee, Section 3; to reflect manual completion by November 2011.


4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.


IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 6 the day, month and year first above written.

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (PPOA)

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
\_\_\_\_\_  
Brian Moriguchi  
President, PPOA

By   
\_\_\_\_\_  
William T. Fujioka  
Chief Executive Officer

By   
\_\_\_\_\_  
Paul Roller  
Executive Dir, PPOA

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS

AMENDMENT NO.1  
MEMORANDUM OF UNDERSTANDING  
FOR JOINT SUBMISSION  
TO BOARD OF SUPERVISORS  
REGARDING THE  
SUPERVISORY COUNTY POLICE OFFICERS  
EMPLOYEE REPRESENTATION UNIT

THIS AMENDMENT NO. 1 TO THE MEMORANDUM OF UNDERSTANDING, made  
and entered into this 15<sup>th</sup> day of March, 2011;

BY AND BETWEEN

Authorized Management Representative  
(hereinafter referred to as  
"Management") of the County of Los  
Angeles (hereinafter referred to as  
"County")

AND

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (hereinafter referred to  
as "PPOA" or "Union").

WHEREAS, on 15<sup>th</sup> day of December, 2009, the parties entered into a  
Memorandum of Understanding regarding the Supervisory County Police Officers Unit,  
which Memorandum of Understanding was subsequent approved and ordered  
implemented by the County's Board of Supervisors: and

WHEREAS, as a result of mutual agreement, the parties desire to amend the MOU Article as set forth hereafter:

NOW, THEREFORE, the parties agree as follows:


1. Amend Article 3 – Term; to extend the Term of the MOU for 1 year to 12:00 midnight on September 30, 2012.
2. Amend Article 4 – Renegotiation; to reflect revisions in the renegotiation dates to correspond to a one year extension of the Term of the MOU:
  - Written notice to commence negotiations no later than May 15, 2012;
  - Negotiation shall begin no later than June 1, 2012;
  - Negotiations on an economic amendment concerning salaries and wages shall commence no later than July 1, 2012;
  - August 15, 2012, contractual impasse date
3. Amend Article 44 – Coroner Joint Labor Management Manual Committee, Section 3; to reflect manual completion by November 2011.


4. This Amendment No. 1 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County's Board of Supervisors and this Amendment No. 1 will be effective when and if approved by said Board of Supervisors in the same manner provided for in Article 3, which was applicable to the implementation of the original Memorandum of Understanding.


IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this Amendment No. 6 the day, month and year first above written.

PROFESSIONAL PEACE OFFICERS  
ASSOCIATION (PPOA)

COUNTY OF LOS ANGELES  
AUTHORIZED MANAGEMENT  
REPRESENTATIVES

By   
Brian Moriguchi  
President, PPOA

By   
William T. Fujio  
Chief Executive Officer

By   
Paul Roller  
Executive Dir, PPOA

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS